

SIG Implementation

The SIG Implementation tool is now being used by many states to guide districts and schools in implementing their SIGs. The tool includes indicators specific to SIG and Forms and Reports for Plan Interventions (from the district and school's unique plan), Leading Indicators, and Lagging Indicators. The system will organize indicators by CII's *Transformation Toolkit* (published in 2010) or by the Federal Requirements. The 93 SIG indicators were drawn from the *Transformation Toolkit*. Some states use all of the indicators, some use a subset, and some states have developed their own SIG indicators. Some states use their "regular" school improvement indicators for SIG schools, but add the SIG Forms and Reports. Year-end reporting of progress on the Implementation Indicators, the Plan Interventions, and Leading and Lagging Indicators, as well as the usual wealth of Indistar® reports provides the SEA, district, and school with ample evidence of what has been done.

replace the principal - evaluate teachers - reward and remove staff - professional development - recruit, place and retain staff - instructional programs - continuous use of data - increased learning time - family and community engagement - operational flexibility - technical assistance and support - replace the principal - evaluate teachers - reward and remove staff - professional development - recruit, place and retain staff - instructional programs - continuous use of data - increased learning time - family and community engagement - operational flexibility - technical assistance and support - replace the principal - evaluate teachers - reward and remove staff - professional development - recruit, place and retain staff - instructional programs - continuous use of data - increased learning time - family and community engagement - operational flexibility - technical assistance and support

11 Federal Requirements

Leading Indicators

1. Number of minutes within the school year
2. Student participation rate on state assessments in reading/language arts and in mathematics, by student subgroup.
3. Dropout rate
4. Student attendance rate
5. Number and percentage of students completing advanced coursework (e.g., AP/IB), early-college high schools, or dual enrollment classes.
6. Discipline incidents
7. Truants
8. Distribution of teachers by performance level on LEA's teacher evaluation system
9. Teacher attendance rate

Lagging Indicators

1. AYP status
2. Which AYP targets the school met and missed
3. School improvement status
4. Percentage of students at or above each proficiency level on state assessments in reading/language arts and mathematics (e.g., Basic, Proficient, Advanced), by grade and by student subgroup
5. Average scale scores on state assessments in reading/language arts and in mathematics, by grade, for the "all students" group, for each achievement quartile, and for each subgroup
6. Percentage of limited English proficient students who attain English language proficiency
7. Graduation rate
8. College enrollment rates

Frequently Asked Questions

1. What happens after the three years of SIG implementation to the schools who have been using Indistar®?

If an SEA is already using Indistar® for other schools in Rapid or Continuous Improvement, it will be an easy transition for the SIG schools to move into those indicators of effective practice. If an SEA is only using Indistar® for SIG, CII will work with the state team to make decisions about future use of Indistar® and how to transition SIG schools into a new set of indicators.

2. Some of my schools have been in SIG for a year already. Can they still start SIG implementation with Indistar®?

Not all SIG schools start with Indistar® in year one. Many schools have come onboard with one year under their belts. But all of their past work is not lost. School teams can assess the indicators and add information for any items that they have been working on prior to using this tool. The system gives "credit" for full implementation of specific areas, and helps school teams create plans for items that aren't quite there yet. Indistar® helps track data in the areas of Leading and Lagging Indicators, as well as track progress as school teams meet the 11 Federal Requirements.

SIG Implementation Presentations

Kim Benton/Mississippi

School Improvement Grants: SIGnaling Positive Changes in Mississippi

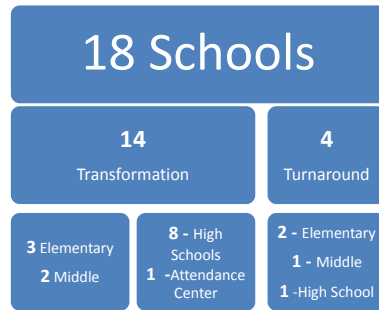


Indistar Summit
February 28-29, 2012
Biloxi, Mississippi

Mississippi Department of Education



Mississippi



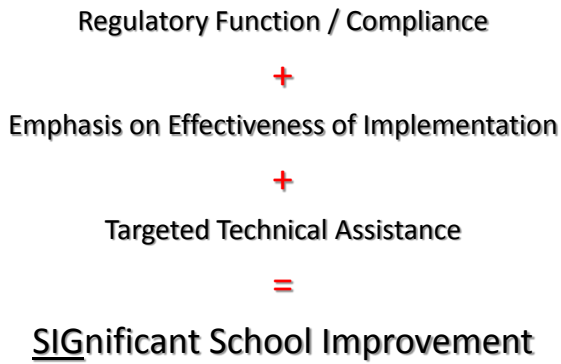
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SIG Monitoring in Mississippi



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An Integrated Approach to SIG Monitoring Requires Balance



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Mississippi

Select: [Data Mining](#) | [Login Activity](#)

District: [Resources](#)

Summary | **School Progress** | Submitted Reports | Submitted Reports by District | include also Districts with no Schools enrolled

[Implementation Report](#) | [Submissions Report](#)

School Progress (18)
 Select a school to enter the dashboard as that school.

SchoolName	Group Name	Step 1	Step 2	Step 2b	Step 3	Step 4	Step 5	Step 6
Carver Upper Elementary (Indianola)	Transformation/Turnaround	11/08/11	11/10/11	11/07/11	11/07/11	12/04/11	02/13/12	01/03/12
Clarkdale High School (Clarkdale)	Transformation/Turnaround	10/31/11	10/31/11	10/31/11	11/16/11	12/03/11	02/14/12	
Coldwater Attendance Center (Coldwater)	Transformation/Turnaround	01/18/12	01/17/12	11/18/11	01/18/12	12/09/11	02/07/12	
Gentry High School (Indianola)	Transformation/Turnaround	11/02/11	11/15/11	11/18/11	01/26/12	12/05/11	01/19/12	02/15/12
Hazlehurst High School (Hazlehurst)	Transformation/Turnaround	10/27/11	10/31/11	10/31/11	10/31/11	01/09/12	02/08/12	
Hazlehurst School PreK-8 (Hazlehurst)	Transformation/Turnaround	01/17/12	11/15/11	10/26/11	01/17/12	01/24/12	01/17/12	
Leflore County High School (Itta Bena)	Transformation/Turnaround	11/16/11	11/16/11	11/18/11	11/16/11	12/08/11	01/30/12	01/25/12

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Mississippi

Select: [Data Mining](#) | [Login Activity](#)

District: [Resources](#)

Summary | **School Progress** | Submitted Reports | Submitted Reports by District | include also Districts with no Schools enrolled

[Implementation Report](#) | [Submissions Report](#)

School Reports (18)

District Name	School Name	SIG Plan: Assess 100% by	SIG Plan: Plan 50% by	SIG Plan: Plan 100% by	Leading Indicators Report:	Leading Indicators Report:	Leading Indicators Report:	Leading Indicators Report:	Interventions Report:	Interventions Report:
		12/09/11	03/23/12	05/25/12	11/19/11	07/13/2012	11/19/11	07/13/2012	12/09/11	05/25/12
Claborn County School District	Port Gibson High School	12/15/11								
Clarkdale Municipal School District	Clarkdale High School				01/27/12		01/27/12		01/27/12	
Clarkdale Municipal School District	W.A. Higgins Middle School				01/27/12		01/27/12		01/27/12	

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School

Planning and Reporting
Carver Upper Elementary

Indicator-Based Planning Tools (5)
Transformation/Turnaround Indicators For those schools implementing the transformation or turnaround model for SIG.

Other Planning Tools (8)

Forms to Complete (5)
Leading Indicators Annual Form **SIG Schools Only** - Complete goals and benchmarks when SIG implementation begins. Enter annual data and submit report below, prior to annual submission date.
SIG Schools Only - Complete goals and benchmarks when SIG implementation begins. Enter annual data and submit report below, prior to annual submission date.
ASIG Schools Only - Complete descriptions of all interventions and activities when NCLB implementation begins. Update narrative.

Leading Indicators Annual Form

Interventions Annual Form

Required Reports (2)

Report Name	Submit By	Submit	Submitted	Previous
Transformation/Turnaround Plan-Asasss 100% by 12/31/11	December 09, 2011	Submit	01/27/12	
Transformation/Turnaround Plan-Plan 50% by 12/31/12	March 23, 2012	Submit		
Transformation/Turnaround Plan-Plan 100% by 09/30/12	May 25, 2012	Submit		
Leading Indicators Annual Report-11/18/11	November 18, 2011	Submit	01/27/12	
Leading Indicators Annual Report-07/13/2012	July 13, 2012	Submit		
Lagging Indicators Annual Report-11/18/11	November 18, 2011	Submit	01/27/12	
Lagging Indicators Annual Report-07/13/2012	July 13, 2012	Submit		
Interventions Annual Report-05/25/12	December 09, 2011	Submit	01/08/12	

Other Documents/Web Pages (5)

Mississippi Star Sites

Mississippi Dept. of Ed. SIG Monitoring Plan

Mississippi Star Timeline for 2011-2012

MS Indicators by Federal Requirements

MS Performance Metrics

Mississippi Star (Initial) FAQs

Mississippi Star Tips for Leading and Lagging Requirements

Center on Innovation and Improvement

Roles and responsibilities of those involved in SIG implementation. Information on the current implementation plan decided upon by the Mississippi Department of Education. More specific information on the expectations of Subpart 1 and 11 include as they relate through the SIG implementation process for the 2011-2012 school year. A list of each Federal Requirement and the indicators that fit each. Learn how to track performance framework data collection, format and location for the most frequently asked questions on Mississippi Star. Document tips for completing Leading/Lagging Annual Indicator Report for School Improvement Grants and School Improvement.

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Appendix A

Indicators of Implementation

School Improvement Grant

The purpose of this document is to provide schools and districts a process for implementation of their school improvement plan. It serves as a guide to inform the monitoring and report activities contained in the Implementation Report to the Mississippi Department of Education. The two components of the document are a comprehensive review and update of the school improvement plan, and a comprehensive review of the school improvement plan. Examples of evidence of implementation of the school and the district are provided. Implementation examples are provided as a guide and should be considered a resource.

Indicator	Examples of Evidence
1. A school improvement plan is submitted to the MS Department of Education.	<ul style="list-style-type: none"> Copy of completed work document filed with the school improvement plan. Documentation describing the plan submitted to support the MS Department of Education.
2. A school improvement plan is approved by the MS Department of Education.	<ul style="list-style-type: none"> Documentation describing the plan submitted to support the MS Department of Education.
3. A school improvement plan is implemented.	<ul style="list-style-type: none"> Documentation describing the plan submitted to support the MS Department of Education.
4. A school improvement plan is implemented.	<ul style="list-style-type: none"> Documentation describing the plan submitted to support the MS Department of Education.

Mississippi Department of Education, Office of School Services, November 2011

Appendix A

Indicator	Examples of Evidence
1. Knowledge	<ul style="list-style-type: none"> School improvement plan. Assessments used to drive school improvement. Principal continuously monitors the progress of implementation of school improvement plan. Principal provides a plan for continuous progress monitoring and adjustment as reflected in leading and lagging indicators.
2. Professional Development	<ul style="list-style-type: none"> Professional development for implementation of a transformation model. Professional development for implementation of a transformation model. Professional development for implementation of a transformation model. Professional development for implementation of a transformation model.

Mississippi Department of Education, Office of School Services, November 2011

Indicators of Implementation

Appendix A

Indicator	Examples of Evidence
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Mississippi Department of Education, Office of School Services, November 2011

Appendix A

Indicator	Examples of Evidence
1. Support Systems/Strategies	<ul style="list-style-type: none"> Professional development for implementation of a transformation model. Professional development for implementation of a transformation model. Professional development for implementation of a transformation model. Professional development for implementation of a transformation model.

Mississippi Department of Education, Office of School Services, November 2011

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KEY ROLES IN ASSESSING, PLANNING AND MONITORING SIG

THE PRINCIPAL:
Leads the change initiative.
Focuses relentlessly on instructional improvement.
Blocks out sufficient time for the Leadership Team to complete work at the meetings.
Ensures that the Leadership Team has diverse representation (principal, district school improvement coach, core instructional teachers, effective teachers, paraprofessional, veteran/new teacher).
Attends all Leadership Team meetings and ensures that the Leadership Team meets regularly (at least once per month).
Works with the Leadership Team to enter accurate information/data with ample evidence to support implementation rating.
Monitors and evaluates change initiative.
Holds self and others accountable for tasks to be completed.
Engages the Leadership Team when making decisions.
Provides opportunities for others to lead (instructional coaches, teachers, etc).
Ensures challenges are addressed within the Leadership Team.
Ensures strong lines of communication among the Leadership Team members and to staff, parents, and community.
Organizes affirmations and celebrations when meeting SIG objectives.
Generates various reports (e.g., charts, graphs, where are we now?) as needed to regularly report progress toward meeting SIG objectives to the School Board, Leadership Team, faculty, and parents/community.

Mississippi Star Roles

Mississippi Indicators Aligned to Federal Regulations

MS SIG Indicators by Federal Requirements

1. Replace the principal who led the school prior to commencement of the transformation model.

- B01 – Principal promotes a culture of shared accountability for meeting school improvement performance objectives
- B02 – Principal communicates a compelling vision for school improvement to all stakeholders
- C01 – Principal possesses the competencies of a transformation leader.

2. Use rigorous, transparent, and equitable evaluation systems for teachers and principals that a) take into account data on student growth as a significant factor as well as other factors, such as multiple observation-based assessments of performance and ongoing collections of professional practice reflective of student achievement and increased high school graduation rates; and b) are designed and developed with teacher and principal involvement.

- C02 – LEA/school has a process in place for recruiting, placing, and retaining school teachers and principals with skills needed for school transformation
- C03 – LEA/school has a rigorous and transparent evaluation system with input from teachers and principals that includes evidence of student achievement/growth
- C04 – LEA/school implemented the new evaluation system for principals and teachers

Reports Due:	Due Date:	Cohort I Expectations (Implementation Year 2010-11)	Cohort II Expectations (Implementation Year 2011-12)
Transformation/Turnaround Plan – Initial Report	12/09/2011	All indicators assessed	All indicators assessed
Transformation/Turnaround Plan – Interim Report	03/01/2012	At least 50% of plans complete	At least 50% of plans complete
Transformation/Turnaround Plan – Final Report	05/25/2012	All plans must be completed.	All plans must be completed.
Leading Indicators – Initial Report	11/18/2011	Pre data (baseline) Three Year Goal Year 1 Benchmark/ Attainment Year 2 Benchmark	Pre data (baseline) Three Year Goal Year 1 Benchmark
Leading Indicators – Final Report	7/13/2012	Year 2 Attainment	Year 1 Attainment
Lagging Indicators – Initial Report	11/18/2011	Pre data (baseline) Three Year Goal Year 1 Benchmark/ Attainment Year 2 Benchmark	Pre data (baseline) Three Year Goal Year 1 Benchmark
Lagging Indicators – Final Report	7/13/2012	Year 2 Attainment	Year 1 Attainment
Interventions Report – Initial Report	12/09/2011	Initial Plan Year One /Two	Initial Plan Year One
Interventions Report – Final Report	05/25/2012	Review / Update Year Two	Review / Update Year One

Report Menu		Print	Help												
Step 1. School Registration	This report holds registration information for the school, principal, and process manager.														
Step 2. School Information	Here you will see the demographic, personnel and enrollment information as entered by the school.														
School Assessment	This report shows assessment information for state and standardized tests as entered by the school.														
Step 3. School Team Members															
Step 4. List of Indicators Included in Plan	<table border="1"> <thead> <tr> <th>Indicator</th> <th colspan="2">A02 - LEA personnel are organized and assigned to support schools in their SIG implementation. (1915)</th> </tr> </thead> <tbody> <tr> <td>Status</td> <td colspan="2">Full Implementation</td> </tr> <tr> <td>Assessment</td> <td>Level of Development:</td> <td>Initial: Full Implementation 12/03/2011</td> </tr> <tr> <td>Evidence:</td> <td colspan="2"> *Organizational Chart for Carver Elementary - 2011-2012 *Job descriptions of District and School Support SIG staff. *Roles and responsibilities of key people (principal, process manager, coach, and Leadership SIG team) in assessing, planning, and monitoring the SIG grant. The district and school SIG personnel continue to fulfill the responsibilities of their respective job description. </td> </tr> </tbody> </table>			Indicator	A02 - LEA personnel are organized and assigned to support schools in their SIG implementation. (1915)		Status	Full Implementation		Assessment	Level of Development:	Initial: Full Implementation 12/03/2011	Evidence:	*Organizational Chart for Carver Elementary - 2011-2012 *Job descriptions of District and School Support SIG staff. *Roles and responsibilities of key people (principal, process manager, coach, and Leadership SIG team) in assessing, planning, and monitoring the SIG grant. The district and school SIG personnel continue to fulfill the responsibilities of their respective job description.	
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Step 5. List of Objectives Included in Plan															
Detailed Report of Objectives Included in Plan															
Step 6. Critic Reports															
Progress Report															
Comprehensive Plan Report															
Indicator Checklist Report															
Implementation and Monitoring Report															
Coaching Comments															
Plan Link via excel															
Summary Report															
Summary Improvement Plan Report															
Summary															

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What Are Our Coaches Saying?

Carver Upper Elementary Transformation/Turnaround
Coaching Comments (1)

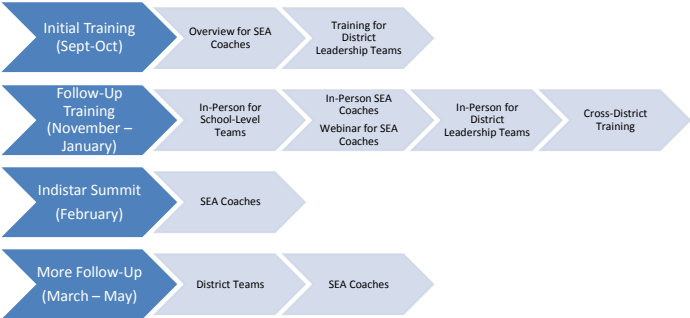
Sender	Added	Added By	Step	Indicator	Comments & Reviews
Coach (DL)	01/06/2012	Pam Compton	Step 4		<p>You have done a good job on the leading and lagging indicators. The intervention information is just right. On the leading and lagging indicator goals you might consider including a statement similar to "by the end of 2012-2013 school year" for your goal statements so that the reader will know when you are expecting this to be completed.</p> <p>Leading - Indicator 1 - 74,700 minutes in the school day? Type I know but might change to year. Also, on the goal you might want to revise this to state that you are moving toward a maximum additional 300 hours for the school year by the end of the 2012-2013 school year.</p>

West Bolivar Middle School Transformation/Turnaround
Coaching Comments (6)

Sender	Added	Added By	Step	Indicator	Comments & Reviews
Coach (DL)	02/11/2012	Tony Winters, MDE Implementation Specialist			A very special thanks to all of you for your hard work and outstanding performance to implement the Mississippi State Monitoring System and SIG- Principal, School Improvement Officer, Process Manager, Leadership Teams, and Staff. Thank you!
Coach (DL)	02/11/2012	Tony Winters, MDE Implementation Specialist		Leading Indicators	Please make the following changes in the Leading Indicators Annual Report (#8 Teacher Evaluation) 1. State the number of teachers to align with the percentages stated in the goal statement and benchmarks. Thank!

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Training and Technical Support



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What Are Our Schools Saying?

- ✓ “Our Transformation Team is having some of the best conversations we have ever had. We have never engaged in such focused, honest discussions. We are talking about things we needed to address.”
- ✓ “Mississippi Star aligns our school improvement plan and other plans in our school around data, supported with research - **one** comprehensive school plan.”
- ✓ “We can put this information into actual practice immediately.”
- ✓ “I see how Mississippi Star provides a link with indicators and evidence – we will be ready for SIG monitoring.”
- ✓ “This process promotes collaboration and focused conversations.”
- ✓ “With the help of Mississippi Star, I understand how SIG drives schools forward.”

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Mississippi Star: Seeing Teams Achieve Results!

Mississippi Star: Guiding Light for SIGNificant Growth!

Mississippi Star: School Teams Advancing Rapidly!

Mississippi Star: Next Level, New Us, No Limits!

Mississippi Star Lighting the Path to Success!

One School, One Team, One Dream – Together We Succeed!

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In Mississippi, we see the potential for leading **Systemic Change**. By increasing the capacity of LEAs and schools we can sustain school improvement efforts beyond SIG funding. With **Mississippi Star** we can...

- ✓ Change conversations in schools
- ✓ Empower leadership teams and administrators
- ✓ Foster mutual accountability and ownership
- ✓ Focus school improvement efforts
- ✓ Link school improvement to research based actions (Wise Ways and Indicators in Action)
- ✓ Provide a "one-stop-shop" for improving schools

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Contact Information:
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